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ABSTRACT

This report contains fiscal year (FY) 1998 data on employee compensation in the 49 public community colleges in the Illinois Community College System. First, data tables are provided on contractual base salaries for full-time faculty, salary rates for part-time faculty, full-time faculty overload, and summer term faculty. Next, salary schedules for full-time faculty with Master's degrees and institutional policies related to faculty salaries and contracts are presented. Information is then provided on: (1) contractual base salaries for non-teaching professional and administrative staff for FY 1998; (2) salaries paid to selected administrators; (3) FY 1998 monthly classified staff salaries; and (4) FY 1997 fringe benefits for all full-time employees. Finally, the report provides FY 1998 mean percentage salary increases for all employees, the average total salary actually paid at the colleges in FY 1997, and average contractual salaries for FY 1994 through FY 1998. Highlighted data include the following: (1) FY 1998 average total salaries actually paid (including all overloads and compensation) amounted to $56,659 for faculty, $56,743 for administrative, and $35,376 for professional, non-teaching employees; (2) FY 1997 average fringe benefit costs for full-time employees were $5,304 for faculty, $5,381 for administrative, $5,350 for non-teaching staff, and $4,834 for classified staff; and (3) FY 1998 average salary rates per credit hour were $393 for part-time faculty, $552 for full-time faculty (overload rate), and $641 for full-time faculty (summer rate). Detailed data tables with comparative information by college are provided. (BCY)

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Fiscal Year 1998 Salary Report

for the Illinois Public Community Colleges

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HIGHLIGHTS OF THE FISCAL YEAR 1998 SALARY REPORT

1. Fiscal Year 1997 Weighted Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time employees between July 1, 1996 and June 30, 1997.

Faculty (9 and 12 month)	$56,659
Administrative (12 month)	$56,743
Other (Nonteaching) Professional (9 and 12 month)	$35,376

2. Fiscal Year 1997 Average Cost of Fringe Benefits for Full-Time Employees.

Full-Time Faculty (9 month)	$ 5,304
Administrative (12 month)	$ 5,381
Other (Nonteaching) Professional (9 month)	$ 5,350
Classified (12 month)	$ 4,834

3. Fiscal Year 1998 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month)	$51,812
Administrative (12 month)	$59,569
Other (Nonteaching) Professional (9 month)	$46,304

4. Fiscal Year 1998 Average Salary Rates.

Part-Time Faculty Rate	$393/credit hour
Full-Time Faculty Overload Rate	$552/credit hour
Full-Time Faculty Summer Rate	$641/credit hour

5. Fiscal Year 1998 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience)	$28,334
Master's Degree, Plus Zero Hours (5 Years Experience	$33,154
Master's Degree, Maximum Hours (5 Years Experience)	$39,291
Master's Degree, Maximum Hours (Maximum Experience)	$63,087

Illinois Community College Board

FISCAL YEAR 1998 SALARY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

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INTRODUCTION

Data about compensation received by employees in Illinois' 49 Illinois public community colleges are gathered by the Illinois Community College Board (ICCB). Data in the *Fiscal Year 1998 Salary Report* reflect the census date of October 1, 1997. The efforts that college staff put forth to provide these data are greatly appreciated. In an attempt to minimize the number of separate requests for salary data received by public community colleges, ICCB staff provide these data on the colleges' behalf in response to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

Data are presented by peer groups with statewide totals. The seven peer groups are based on a combination of college enrollment (semester), geographic location, and financial data:

I Headcount enrollment of less than 3,000, downstate, located in or near communities of less than 50,000 population.
II Headcount enrollment of approximately 3,000 to 4,000, downstate, located in or near communities of less than 50,000 population.
III Headcount enrollment greater than 4,000, downstate, located in or near communities of less than 50,000 population.
IV Located downstate and in urbanized areas.
V Headcount enrollment less than 10,000, located in the Chicago metropolitan area.
VI City Colleges of Chicago.
VII Headcount enrollment greater than 10,000, located in the Chicago metropolitan area.

Peer groups are separated by solid lines in the tables. As you move from top to bottom down the table, the groupings generally correspond to districts with higher enrollments in more urbanized environments. Within each peer group, the colleges are listed in alphabetical order.

Most tables in this report contain information on full-time employees. The report includes faculty salary data which are based on actual contracts, salaries from salary schedules, overload faculty salary rates, and part-time faculty salary rates. Also included are administrative salaries, other (nonteaching) professional staff salaries; information on average faculty load; salaries for selected administrators; salaries for positions similar to Universities Civil Service classifications; and fiscal year 1997 salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

EMPLOYEE GROUPS

Descriptions of the employee groups used in this report are provided below. These categories correspond with *Fiscal Management Manual* salaries expenditures codes.

Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Administrative Staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personnel are included.

Classified Staff include clerical and custodial/maintenance staff. Clerical personnel engage in the process of keeping records and processing information upon the request and direction of college professional staff. Custodial/maintenance staff engage in housekeeping and the maintenance or repair of college facilities and equipment.

Other (nonteaching) Professional Staff include professional/technical, academic support, and supervisory staff. Professional/technical staff have specialized skills but do not directly support the process of teaching. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

Section I

FISCAL YEAR 1998 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1998. Faculty are individuals who spend more than one-half of their workload in the activity of teaching and providing instruction to students.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 1998 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low -	High	Average
Low Faculty Salaries	$14,200	$35,992	$27,762
Average Faculty Salaries	$30,012	$68,830	$51,812*
High Faculty Salaries	$35,000	$97,286	$63,801
Median Faculty Salaries	$29,445	$74,303	$47,476

*Weighted

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Table 2

FISCAL YEAR 1998 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	4	$29,200	$32,368	$37,080	$41,715	$44,805	$37,041
SANDBURG	55	27,081	35,261	42,057	49,563	58,155	42,301
SHAWNEE	38	28,052	32,955	38,478	42,769	54,747	39,538
SOUTHEASTERN	50	26,927	33,031	36,215	45,678	56,557	39,398
SPOON RIVER	37	26,580	33,592	37,474	42,263	50,523	38,388
WOOD	14	24,213	28,505	29,445	31,448	35,000	30,012
DANVILLE	48	27,154	31,046	35,609	42,561	50,997	37,004
HIGHLAND	49	28,401	41,871	45,549	51,331	50,909	46,527
KASKASKIA	50	23,630	34,926	44,949	52,324	54,764	43,018
KISHWAUKEE	65	25,000	31,673	37,870	45,810	62,263	39,765
REND LAKE	60	18,540	37,937	40,699	45,907	54,000	42,110
SAUK VALLEY	49	24,853	30,959	39,191	44,323	53,716	38,970
ILLINOIS EASTERN	92	21,018	31,660	37,611	43,555	54,078	37,710
ILLINOIS VALLEY	64	30,140	33,975	38,675	54,429	55,654	41,866
KANKAKEE	54	24,937	38,231	46,994	54,707	66,237	46,654
LAKE LAND	97	23,151	31,767	36,083	42,223	60,550	38,166
LEWIS & CLARK	73	31,277	37,486	49,347	52,971	58,676	46,150
LOGAN	100	32,362	38,326	43,474	50,578	60,088	44,737
MC HENRY	74	30,061	41,972	49,346	55,555	66,646	48,863
BELLEVILLE	112	30,767	39,251	54,753	62,463	71,047	51,416
BLACK HAWK	141	27,772	41,467	48,380	56,445	65,142	47,745
HEARTLAND	13	29,260	33,481	36,398	44,343	54,537	38,624
ILLINOIS CENTRAL	162	25,840	33,930	44,738	51,490	60,360	43,240
LINCOLN LAND	119	24,750	45,445	53,726	62,194	65,304	52,012
PARKLAND	148	29,231	40,339	51,352	60,062	69,789	50,121
RICHLAND	56	27,279	32,765	41,879	49,351	54,184	41,087
ROCK VALLEY	117	30,904	39,035	48,558	56,250	64,099	47,971
ELGIN	110	31,485	51,688	66,969	74,289	76,101	62,293
MORTON	47	35,992	45,398	55,749	60,301	65,033	53,026
PRAIRIE STATE	76	26,700	38,878	45,886	54,748	68,038	47,797
SOUTH SUBURBAN	121	14,200	40,557	50,149	67,201	74,152	51,657
WAUBONSEE	72	31,954	41,536	45,688	52,701	61,905	47,191
CHICAGO	705	31,360	48,943	60,991	68,475	84,826	58,632
DUPAGE	269	31,666	52,595	59,106	65,653	75,953	59,756
HARPER	179	34,166	42,594	58,554	74,603	80,725	58,844
JOLIET	149	32,917	40,916	56,007	65,706	82,312	53,878
LAKE COUNTY	154	22,946	63,277	74,303	78,389	82,699	68,830
MORAINE VALLEY	152	26,818	43,550	51,950	59,661	73,681	50,646
OAKTON	135	34,561	50,389	67,857	76,595	97,286	64,361
TRITON	157	27,331	52,304	59,895	70,842	76,509	58,201
TOTAL/AVERAGES	4267	$27,762	$39,397	$47,476	$55,037	$63,801	$51,812
Lowest Low/Highest High		$14,200				$97,286	

SOURCE OF DATA: Salary Submission (C1)

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Table 3

FISCAL YEAR 1998 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MONTHS)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	1	$50,470	$50,470	$50,470	$50,470	$50,470	$50,470
SANDBURG	–	–	–	–	–	–	–
SHAWNEE	1	32,469	32,469	32,469	32,469	32,469	32,469
SOUTHEASTERN	6	29,050	30,113	34,087	36,438	40,813	34,098
SPOON RIVER	–	–	–	–	–	–	–
WOOD	27	24,031	30,792	33,979	38,711	48,420	34,792
DANVILLE	1	38,149	38,149	38,149	38,149	38,149	38,149
HIGHLAND	–	–	–	–	–	–	–
KASKASKIA	–	–	–	–	–	–	–
KISHWAUKEE	–	–	–	–	–	–	–
REND LAKE	–	–	–	–	–	–	–
SAUK VALLEY	1	52,994	52,994	52,994	52,994	52,994	52,994
ILLINOIS EASTERN	15	36,879	36,789	36,789	36,879	36,879	36,879
ILLINOIS VALLEY	1	57,854	57,854	57,854	57,854	57,854	57,854
KANKAKEE	–	–	–	–	–	–	–
LAKE LAND	–	–	–	–	–	–	–
LEWIS & CLARK	–	–	–	–	–	–	–
LOGAN	–	–	–	–	–	–	–
MC HENRY	–	–	–	–	–	–	–
BELLEVILLE	4	43,397	47,959	54,372	71,305	86,387	59,632
BLACK HAWK	3	36,655	36,655	47,954	55,092	55,092	46,567
HEARTLAND	32	31,855	35,237	38,808	42,363	47,844	38,824
ILLINOIS CENTRAL	1	44,415	44,415	44,415	44,415	44,415	44,415
LINCOLN LAND	–	–	–	–	–	–	–
PARKLAND	1	85,525	85,525	85,525	85,525	85,525	85,525
RICHLAND	1	55,691	55,691	55,691	55,691	55,691	55,691
ROCK VALLEY	7	30,854	30,854	35,819	36,762	37,434	34,361
ELGIN	–	–	–	–	–	–	–
MORTON	–	–	–	–	–	–	–
PRAIRIE STATE	–	–	–	–	–	–	–
SOUTH SUBURBAN	–	–	–	–	–	–	–
WAUBONSEE	–	–	–	–	–	–	–
CHICAGO	71	30,186	32,901	40,940	50,325	57,750	41,779
DUPAGE	–	–	–	–	–	–	–
HARPER	–	–	–	–	–	–	–
JOLIET	–	–	–	–	–	–	–
LAKE COUNTY	–	–	–	–	–	–	–
MORAINE VALLEY	–	–	–	–	–	–	–
OAKTON	–	–	–	–	–	–	–
TRITON	–	–	–	–	–	–	–
TOTAL/AVERAGES	173	$42,530	$43,679	$46,270	$49,090	$51,762	$40,128
Lowest Low/Highest High		$24,031				$86,387	

– = Not Applicable
SOURCE OF DATA: Salary Submission (C1)

Section II

FISCAL YEAR 1998 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1998.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 1998 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Highest	Average
Part-time Faculty Rates	$250	$541	$393
Overload Rates (Full-time Faculty)	$250	$1,279	$552
Summer Term Rates (Full-time Faculty)	$300	$1,803	$641

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Table 5

FISCAL YEAR 1998 AVERAGE PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT/COLLEGE	Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
		Overload Rate for Academic Year	Rate for Summer Term
METROPOLITAN	$450	$450	$450
SANDBURG	359	349	463
SHAWNEE	300	400	300
SOUTHEASTERN	310	450	500
SPOON RIVER	330	1,279	1,050
WOOD	375	375	375
DANVILLE	330	375	405
HIGHLAND	348	741	741
KASKASKIA	340	442	442
KISHWAUKEE	336	1,000	840
REND LAKE	333	725	725
SAUK VALLEY	375	365	400
ILLINOIS EASTERN	250	250	375
ILLINOIS VALLEY	400	375	475
KANKAKEE	400	521	549
LAKE LAND	380	425	425
LEWIS & CLARK	420	430	430
LOGAN	381	468	556
MC HENRY	425	442	434
BELLEVILLE	400	754	766
BLACK HAWK	406	620	620
HEARTLAND	450	--	450
ILLINOIS CENTRAL	431	600	1,271
LINCOLN LAND	422	649	701
PARKLAND	541	615	685
RICHLAND	404	471	684
ROCK VALLEY	428	548	668
ELGIN	400	525	625
MORTON	366	366	366
PRAIRIE STATE	320	400	300
SOUTH SUBURBAN	330	759	831
WAUBONSEE	400	480	547
CHICAGO	501	961	1,803
DUPAGE	521	542	1,491
HARPER	520	540	540
JOLIET	382	409	436
LAKE COUNTY	450	485	465
MORAINE VALLEY	325	790	1,106
OAKTON	539	570	570
TRITON	330	577	783
AVERAGES	$393	$552	$641

-- Not Applicable

SOURCE OF DATA: Salary Submission(C2)

Section III

SALARIES BASED ON FISCAL YEAR 1998 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 1998 salary schedule ranges and averages for master's degree faculty is shown in Table 6.

Table 7 provides the fiscal year 1998 salary schedule salaries at each community college in Illinois. These salaries are based on the **salary schedules** at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 1998 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Base Salary Schedule Categories	District Range Low	- High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$22,551	$35,114	$28,334
Master's Degree, Plus Zero Hours (5 Years Experience)	$26,256	$43,500	$33,154
Master's Degree, Maximum Hours (5 Years Experience)	$29,781	$53,887	$39,291
Master's Degree, Maximum Hours (Maximum Experience/Highest Salary)	$45,089	$88,644	$63,087

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Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY
WITH MASTERS DEGREES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1998

District/College	Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Master's Degree Max. Hours Max. Exp.
METROPOLITAN	$27,000	$33,750	$40,500	$49,500
SANDBURG	--	--	--	58,155
SHAWNEE	29,405	32,885	37,337	55,433
SOUTHEASTERN	27,985	31,801	36,253	56,733
SPOON RIVER	25,400	31,300	37,543	59,963
WOOD	--	--	--	--
DANVILLE	28,000	--	--	50,997
HIGHLAND	29,654	37,601	44,184	59,278
KASKASKIA	22,551	26,846	32,928	54,250
KISHWAUKEE	--	--	--	--
REND LAKE	29,195	32,005	37,420	51,614
SAUK VALLEY	23,525	26,256	29,781	53,716
ILLINOIS EASTERN	22,760	--	--	45,089
ILLINOIS VALLEY	29,600	31,700	39,350	54,430
KANKAKEE	25,179	29,904	36,381	60,215
LAKE LAND	26,681	29,306	30,318	--
LEWIS & CLARK	31,277	34,045	37,054	58,344
LOGAN	29,704	33,964	39,214	60,088
MC HENRY	28,360	35,166	46,267	68,348
BELLEVILLE	32,840	36,258	39,549	55,903
BLACK HAWK	26,929	32,402	34,463	56,445
HEARTLAND	--	--	--	--
ILLINOIS CENTRAL	25,840	--	--	60,360
LINCOLN LAND	27,581	29,832	34,534	62,194
PARKLAND	28,400	30,500	33,100	64,648
RICHLAND	25,325	29,554	36,154	55,691
ROCK VALLEY	28,856	--	--	61,561
ELGIN	30,129	35,553	48,455	76,101
MORTON	32,617	39,499	43,463	61,289
PRAIRIE STATE	26,700	29,671	35,905	65,108
SOUTH SUBURBAN	27,844	34,287	42,518	71,201
WAUBONSEE	30,778	36,916	42,622	59,964
CHICAGO	29,350	35,000	43,122	88,644
DUPAGE	28,787	35,121	47,764	75,953
HARPER	30,121	35,259	39,492	80,725
JOLIET	33,667	35,945	41,733	70,252
LAKE COUNTY	35,114	43,500	53,887	78,389
MORAINE VALLEY	25,756	29,208	32,961	73,681
OAKTON	30,116	33,079	42,626	80,364
TRITON	26,993	32,810	40,426	76,509
AVERAGES	$28,334	$33,154	$39,291	$63,087

-- = Not Applicable
SOURCE OF DATA: Salary Submission (C2)

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1998

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty. Table 9 shows these institutional policies for each college. Thirty-seven public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1998

	Range		State Average
	Low	High	
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	27	32	30
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12	18	15
Average Weekly Office/Academic Advising Hours	4	10	7
Length of Full-time Faculty Academic Year Contract in Weeks	30	45	35

Illinois Community College Board
Table 9
INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1998

District/College	Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/ Adv. Hours	Length of Academic Year - in Weeks	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
METROPOLITAN	30	15	5	33	No	No	–	Yes	No	–
SANDBURG	30	15	5	32	Yes	Yes	3	Yes	Yes	IEA/NEA
SHAWNEE	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
SOUTHEASTERN	30	–	–	39	Yes	Yes	3	Yes	Yes	IEA/NEA
SPOON RIVER	30	18	8	34	Yes	Yes	2	Yes	Yes	IEA/NEA
WOOD	30	15	10	45	No	–	–	No	No	–
DANVILLE	30	15	10	35	Yes	Yes	3	Yes	Yes	IEA/NEA
HIGHLAND	32	16	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KASKASKIA	30	20	5	32	Yes	Yes	3	Yes	Yes	IFT/AFT
KISHWAUKEE	30	17	5	34	Yes	Yes	4	No	Yes	IFT/AFT
REND LAKE	31	17	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
SAUK VALLEY	30	15	7	34	Yes	Yes	3	Yes	Yes	IEA/NEA
ILLINOIS EASTERN	30	–	5	35	Yes	Yes	3	No	Yes	IEA/NEA
ILLINOIS VALLEY	30	15	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT
KANKAKEE	30	15	8	40	Yes	Yes	3	Yes	Yes	IFT/AFT
LAKE LAND	30	15	5	34	Yes	Yes	3	Yes	Yes	IFT/AFT
LEWIS & CLARK	30	15	10	32	Yes	Yes	3	Yes	Yes	IEA/NEA
LOGAN	30	15	10	39	Yes	Yes	3	Yes	Yes	IEA/NEA
MC HENRY	–	15	5	30	Yes	Yes	4	Yes	Yes	IEA/NEA
BELLEVILLE	30	15	10	36	Yes	Yes	3	Yes	Yes	AAUP,IFT/AFT
BLACK HAWK	30	16	5	33	Yes	Yes	4	Yes	Yes	IFT/AFT
HEARTLAND	30	15	10	32	No	–	–	No	No	–
ILLINOIS CENTRAL	30	15	5	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
LINCOLN LAND	30	15	6	32	Yes	Yes	4	Yes	Yes	IFT/AFT
PARKLAND	32	16	5	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
RICHLAND	30	17	5	32	Yes	Yes	3	Yes	Yes	IFT/AFT
ROCK VALLEY	30	15	5	39	Yes	Yes	2	Yes	Yes	Faculty Assn.
ELGIN	30	–	10	36	Yes	Yes	3	Yes	Yes	IFT/AFT
MORTON	30	15	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
PRAIRIE STATE	30	15	5	34	Yes	Yes	3	Yes	Yes	IFT/AFT
SOUTH SUBURBAN	30	15	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
WAUBONSEE	30	17	5	36	Yes	Yes	3	Yes	Yes	IFT/AFT
CHICAGO	27	12	4	36	Yes	Yes	4	Yes	Yes	IFT/AFT
DUPAGE	45	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
HARPER	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
JOLIET	30	15	5	30	Yes	Yes	3	Yes	Yes	IFT/AFT
LAKE COUNTY	30	15	10	32	Yes	Yes	3	Yes	Yes	IFT/AFT
MORAINE VALLEY	30	–	4	34	Yes	Yes	3	Yes	Yes	IFT/AFT
OAKTON	30	15	10	34	Yes	Yes	3	Yes	Yes	IEA/NEA
TRITON	30	14	5	32	Yes	Yes	3	Yes	Yes	IFT/AFT
TOTALS/AVERAGES	30	15	7	35	N= 3 Y=37	N= 1 Y=37	2= 2 3= 30 4= 5	N= 4 Y=36	N= 3 Y=37	IEA/NEA=12 IFT/AFT=22 Fac Assn = 3 AAUP=1

SOURCE OF DATA: Salary Submission (C2)

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Section V

FISCAL YEAR 1998 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1998 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other (nonteaching) professional staff include professional/technical, academic support, and supervisory staff. Professional/ technical staff have specialized skills but do not directly support the teaching and learning process. Academic support staff exercise professional judgement and discretion and directly support the teaching and learning process. Supervisory staff have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $46,304. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $35,414.

Table 10

SUMMARY OF FISCAL YEAR 1998 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low -	High	Average
Lowest Salaries (9 month)	$11,679	$55,749	$31,059
Lowest Salaries (12 month)	$11,724	$33,171	$19,430
Average Salaries (9 month)	$19,697	$69,709	$46,304*
Average Salaries (12 month)	$26,307	$44,408	$35,414*
Highest Salaries (9 month)	$20,829	$90,023	$54,566
Highest Salaries (12 month)	$33,171	$90,281	$56,523
Median Salaries (9 month)	$19,697	$73,504	$42,275
Median Salaries (12 month)	$25,037	$45,162	$31,720

*Weighted

Illinois Community College Board

Table 11

FISCAL YEAR 1998 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	$ --	$ --	$ --	$ --	$ --	$ --	$ --
SANDBURG	5	24,261	30,899	35,261	40,825	40,825	34,414
SHAWNEE	--	--	--	--	--	--	--
SOUTHEASTERN	5	11,679	23,170	26,131	35,685	36,215	26,576
SPOON RIVER	1	41,989	41,989	41,989	41,989	41,989	41,989
WOOD	1	35,023	35,023	35,023	35,023	35,023	35,023
DANVILLE	--	--	--	--	--	--	--
HIGHLAND	--	--	--	--	--	--	--
KASKASKIA	4	35,794	38,839	48,324	55,114	55,464	46,976
KISHWAUKEE	13	15,000	27,287	35,513	37,861	47,725	33,490
REND LAKE	6	19,189	20,270	24,933	28,462	36,500	25,715
SAUK VALLEY	3	34,164	34,164	34,164	40,818	40,818	36,382
ILLINOIS EASTERN	2	18,564	18,564	19,697	20,829	20,829	19,697
ILLINOIS VALLEY	3	30,000	30,000	31,222	54,831	54,831	38,684
KANKAKEE	--	--	--	--	--	--	--
LAKE LAND	14	26,382	27,206	30,155	33,635	57,431	32,219
LEWIS & CLARK	4	52,116	52,198	55,312	60,784	63,224	56,491
LOGAN	6	25,765	33,120	37,598	44,778	45,338	37,366
MC HENRY	11	18,988	36,868	59,556	63,242	65,228	49,023
BELLEVILLE	4	38,824	47,246	57,193	59,023	59,328	53,135
BLACK HAWK	15	22,976	27,010	30,913	44,790	54,731	36,306
HEARTLAND	--	--	--	--	--	--	--
ILLINOIS CENTRAL	10	19,496	27,120	33,954	51,150	53,690	36,228
LINCOLN LAND	--	--	--	--	--	--	--
PARKLAND	5	25,913	28,278	38,499	41,491	53,087	39,454
RICHLAND	--	--	--	--	--	--	--
ROCK VALLEY	4	51,059	53,655	57,149	64,634	71,221	59,144
ELGIN	9	42,410	58,960	62,884	71,777	76,101	62,509
MORTON	1	55,749	55,749	55,749	55,749	55,749	55,749
PRAIRIE STATE	--	--	--	--	--	--	--
SOUTH SUBURBAN	14	31,548	32,983	41,448	52,353	69,201	45,401
WAUBONSEE	5	30,778	38,768	38,768	53,898	54,794	43,401
CHICAGO	--	--	--	--	--	--	--
DUPAGE	31	39,423	56,222	65,653	75,953	75,953	63,827
HARPER	--	--	--	--	--	--	--
JOLIET	8	36,093	39,780	43,007	52,091	63,772	46,202
LAKE COUNTY	3	22,277	22,277	25,463	27,035	27,035	24,925
MORAINE VALLEY	22	20,166	32,963	39,605	47,728	65,444	41,169
OAKTON	19	43,447	62,960	73,504	78,484	90,023	69,709
TRITON	12	31,638	38,503	47,298	52,812	70,842	47,580
TOTAL/AVERAGES	240	$31,059	$36,968	$42,275	$49,064	$54,566	$46,304
Lowest Low/Highest High		$11,679				$90,023	

-- = Not Applicable

SOURCE OF DATA: Salary Submission (C1)

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Table 12

FISCAL YEAR 1998 CONTRACTUAL BASE SALARIES FOR OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MONTHS)

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES: LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	22	$20,000	$25,750	$28,905	$35,152	$42,500	$30,441
SANDBURG	42	18,383	22,444	25,240	31,587	37,089	26,502
SHAWNEE	24	15,024	24,302	27,549	32,492	39,600	28,341
SOUTHEASTERN	16	14,975	16,353	30,675	35,617	51,490	29,003
SPOON RIVER	21	19,500	26,000	28,372	31,150	46,124	29,060
WOOD	26	13,520	23,454	28,930	35,581	41,639	29,188
DANVILLE	44	17,447	22,186	26,659	32,023	47,304	28,165
HIGHLAND	24	18,907	24,113	25,788	28,798	33,280	26,307
KASKASKIA	1	33,171	33,171	33,171	33,171	33,171	33,171
KISHWAUKEE	45	16,176	23,225	28,351	35,936	47,470	29,935
REND LAKE	36	18,000	24,371	27,779	33,119	42,407	28,726
SAUK VALLEY	19	17,375	29,824	32,500	36,732	61,015	34,279
ILLINOIS EASTERN	48	19,749	26,493	31,921	36,148	62,214	32,765
ILLINOIS VALLEY	23	17,750	28,039	30,000	32,806	43,228	30,877
KANKAKEE	41	15,324	22,056	26,988	30,060	48,156	26,951
LAKE LAND	46	15,650	23,043	28,602	32,546	51,749	28,210
LEWIS & CLARK	50	14,500	21,820	25,037	30,344	58,039	27,435
LOGAN	73	14,768	25,422	28,506	36,381	58,017	30,264
MC HENRY	40	21,699	26,141	29,939	34,015	39,433	30,155
BELLEVILLE	62	22,000	28,387	33,300	42,604	79,792	37,365
BLACK HAWK	118	21,590	28,794	34,311	42,421	73,080	36,419
HEARTLAND	21	24,000	28,306	29,817	36,567	52,490	32,287
ILLINOIS CENTRAL	94	17,576	23,712	30,540	41,505	66,540	33,003
LINCOLN LAND	65	11,724	27,709	32,336	37,182	55,762	32,754
PARKLAND	89	12,859	27,280	31,152	36,479	60,229	32,210
RICHLAND	30	20,000	25,000	27,208	36,500	63,317	31,322
ROCK VALLEY	29	26,703	32,504	43,035	45,655	61,076	41,918
ELGIN	64	23,696	34,069	41,497	47,693	60,999	41,453
MORTON	34	18,355	25,645	28,559	32,550	54,976	31,164
PRAIRIE STATE	35	24,231	28,674	30,873	34,733	66,959	34,683
SOUTH SUBURBAN	35	17,679	23,283	30,000	35,684	47,965	30,092
WAUBONSEE	41	21,368	28,000	32,258	40,494	68,000	34,798
CHICAGO	318	16,520	32,616	37,929	45,190	77,986	38,991
DUPAGE	142	23,385	35,308	40,277	47,126	90,281	42,236
HARPER	142	26,748	37,000	42,166	49,622	80,725	44,408
JOLIET	28	22,360	27,295	31,003	35,436	44,886	31,818
LAKE COUNTY	95	23,038	28,241	33,826	42,009	82,699	40,090
MORAINE VALLEY	96	16,806	25,188	29,907	39,643	58,740	33,037
OAKTON	97	23,644	31,693	38,734	44,047	65,361	39,029
TRITON	68	21,012	37,919	45,162	49,205	65,121	44,040
TOTAL/AVERAGES	2,344	$19,430	$27,121	$31,720	$37,400	$56,523	$35,414
Lowest Low/Highest High		$11,724				$90,281	

SOURCE OF DATA: Salary Submission (C1)

Section VI

FISCAL YEAR 1998 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1998. The weighted average administrative staff salary ranged from a low of $41,161 to a high of $82,819. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1998 salaries; and the median fiscal year 1998 salaries of administrative staff for each district reporting data. Administrative staff are line officers of the college who manage, conduct, and administer programs, staff, and operations of the board of trustees. Academic administrators and general administrative personal are included. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (nonteaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1998 was $59,569. The lowest reported administrative salary was $15,426 and the highest was $175,744. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1998 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State Average
	Low	High	
Lowest Administrative Salaries	$15,426	$ 67,552	$ 34,175
Average Administrative Salaries	$41,161	$ 82,819	$ 59,569*
Highest Administrative Salaries	$88,060	$175,744	$112,578
Median Administrative Salaries	$38,389	$ 80,744	$ 55,697

*Weighted

Illinois Community College Board

Table 14

FISCAL YEAR 1998 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES BY PEER GROUP

DISTRICT/COLLEGE	NUMBER OF STAFF	RANGE OF SALARIES LOW	25TH %TILE	MEDIAN	75TH %TILE	HIGH	AVERAGE
METROPOLITAN	12	$36,948	$42,655	$45,159	$62,930	$92,720	$52,731
SANDBURG	19	32,300	36,811	48,694	65,338	98,824	51,790
SHAWNEE	14	37,801	39,216	42,692	52,595	97,104	50,077
SOUTHEASTERN	27	15,600	33,540	38,389	49,392	88,712	43,224
SPOON RIVER	15	25,900	35,316	48,000	59,115	88,060	49,654
WOOD	28	30,000	36,498	40,399	54,039	95,000	45,635
DANVILLE	24	24,000	33,750	52,195	61,950	112,592	51,430
HIGHLAND	27	24,671	36,400	49,456	60,320	89,981	48,217
KASKASKIA	29	15,426	31,263	39,668	51,938	90,660	41,161
KISHWAUKEE	16	37,800	51,268	56,993	69,075	133,800	63,486
REND LAKE	25	28,000	40,500	52,000	62,500	94,500	52,875
SAUK VALLEY	18	38,139	49,806	54,950	64,188	108,595	58,010
ILLINOIS EASTERN	31	27,517	33,606	46,018	64,900	105,000	51,690
ILLINOIS VALLEY	19	20,718	41,539	48,135	65,635	103,698	54,021
KANKAKEE	51	23,625	28,262	40,378	60,260	99,225	46,755
LAKE LAND	21	31,385	43,575	48,925	69,601	103,786	58,223
LEWIS & CLARK	35	27,996	35,596	45,147	63,033	106,375	49,668
LOGAN	33	30,000	39,700	55,589	69,060	106,485	56,692
MC HENRY	39	26,100	41,720	52,570	71,331	127,500	57,096
BELLEVILLE	32	37,298	49,850	64,457	77,397	100,000	63,733
BLACK HAWK	11	67,552	69,747	73,790	81,884	111,000	77,748
HEARTLAND	12	47,628	51,734	58,063	76,989	111,400	66,350
ILLINOIS CENTRAL	35	30,810	46,800	59,220	72,345	121,155	60,184
LINCOLN LAND	44	34,453	46,438	55,665	64,887	101,568	56,524
PARKLAND	35	36,208	53,843	64,242	70,935	123,111	64,175
RICHLAND	18	37,000	50,000	63,552	69,090	107,884	62,177
ROCK VALLEY	46	29,367	41,528	51,280	61,369	120,000	53,201
ELGIN	28	37,875	51,563	59,039	67,253	117,940	61,945
MORTON	15	49,890	56,318	68,201	79,834	103,000	69,428
PRAIRIE STATE	26	32,939	38,686	50,070	62,449	109,798	54,062
SOUTH SUBURBAN	28	33,880	56,867	62,038	80,278	100,000	66,665
WAUBONSEE	24	44,000	50,500	57,950	69,950	140,000	64,335
CHICAGO	148	34,137	54,420	65,000	73,891	175,744	68,171
DUPAGE	47	50,540	68,923	80,744	92,182	145,000	82,819
HARPER	39	35,839	63,993	71,808	82,767	156,401	75,274
JOLIET	74	30,052	38,426	42,956	56,389	104,000	48,889
LAKE COUNTY	50	34,000	46,950	67,269	81,423	124,800	66,356
MORAINE VALLEY	24	35,600	46,752	72,038	82,915	137,183	69,470
OAKTON	27	54,000	68,000	75,156	92,143	128,000	81,387
TRITON	29	40,000	49,652	60,000	70,870	122,500	63,885
TOTALS/AVERAGES	1,275	$34,175	$45,800	$55,697	$68,611	$112,578	$59,569
Lowest Low/Highest High		$15,426				$175,744	

SOURCE OF DATA: Salary Submission (C1)

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1998

A summary of the fiscal year 1998 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1998. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 1998 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State* Average
District Executive Officer	$88,060	$175,744	$112,578
Chief Campus Administrator	$76,885	$116,917	$100,688
Chief Finance Officer	$57,615	$120,000	$ 83,938
Chief Academic Officer	$60,500	$120,000	$ 81,257
Student Services Officer	$35,000	$102,539	$ 68,840
Dean-Baccalaureate Education	$51,500	$101,017	$ 70,674
Dean-Occupational/Career Education	$36,608	$ 99,498	$ 69,107
Dean-Continuing Education	$34,724	$ 85,846	$ 61,875
Director-Data Processing/Info Technology	$33,540	$104,055	$ 65,651
Director-Research & Planning	$32,042	$ 92,143	$ 56,572
Director-Admissions and Records	$30,913	$ 83,880	$ 52,044
Director-Counseling	$39,167	$ 76,340	$ 55,556
Director-Financial Aid	$30,000	$ 67,818	$ 48,419
Director-Job Placement	$24,998	$ 67,132	$ 44,133
Director-Student Activities	$28,262	$ 83,880	$ 50,208
Director-Library/LRC	$30,464	$ 97,446	$ 56,366
Director-Development/Grants	$42,612	$ 85,000	$ 62,191
Director-Public Information/Relations	$26,113	$ 88,380	$ 48,893
Director-Personnel/Human Resources	$30,000	$124,455	$ 62,172
Director-Business Services	$32,126	$ 89,924	$ 56,246
Director-Physical Facilities/Grounds	$32,519	$ 79,500	$ 58,787
Director-Adult Education	$27,893	$ 93,207	$ 53,039
Director-Athletics	$25,900	$ 82,203	$ 54,334
Controller	$32,000	$ 82,049	$ 53,588

*Weighted

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Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1998

DISTRICT/COLLEGE	District Executive Officer				Chief Campus Administrator				Chief Finance Officer				Chief Academic Officer			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$92,720	1	2	1	$				$62,000	1	0	4	$66,950	1	1	4
SANDBURG	98,824	1	6	1					71,271	1	7	2	69,480	1	8	2
SHAWNEE	97,104	1	1	1									65,169	1	10	2
SOUTHEASTERN	88,712	1	2	1					75,051	1	6	2	67,600	1	32	2
SPOON RIVER	88,060	1	1	1					69,787	1	2	2	66,944	1	2	2
WOOD	95,000	1	1	1					65,000	1	0	4	69,000	1	0	4
DANVILLE	112,592	1	9	1					80,836	1	8	2	78,000	1	0	2
HIGHLAND	89,981	1	6	1					64,272	1	5	3	67,957	1	11	3
KASKASKIA	90,660	1	3	1					61,174	1	2	2				
KISHWAUKEE	133,800	1	19	1	90,865	1	13	2	60,500	1	20	2	75,645	1	4	3
REND LAKE	94,500	1	7	1					70,000	1	6	3	61,083	2	11	2-5
SAUK VALLEY	108,595	1	11	1					60,738	1	3	2	77,860	1	4	2
ILLINOIS EASTERN	105,000	1	2	1	80,694	4	4	2	64,900	1	21	3	56,294	4	3	4
ILLINOIS VALLEY	103,698	1	2	1					84,460	1	24	2	81,521	1	1	2
KANKAKEE	99,225	1	10	1					82,068	1	13	2	82,129	1	7	2
LAKE LAND	103,786	1	10	1					88,451	1	0	2	93,432	1	7	2
LEWIS & CLARK	106,375	1	6	1									81,280	1	5	2
LOGAN	106,485	1	8	1					88,051	1	24	2	81,477	1	6	2
MC HENRY	127,500	1	0	1					86,307	1	17	2	87,709	1	12	2
BELLEVILLE	100,000	1	0	1					93,880	1	22	2	88,192	1	8	2
BLACK HAWK	111,000	1	4	1	76,885	1	19	2	81,884	1	1	2	82,137	1	2	2
HEARTLAND	111,400	1	6	1					80,500	1	1	2	84,400	1	6	2
ILLINOIS CENTRAL	121,155	1	9	1					90,580	1	18	2	90,580	1	18	2
LINCOLN LAND	101,568	1	5	1					86,826	1	3	2				
PARKLAND	123,111	1	7	1									98,459	1	5	2
RICHLAND	107,884	1	8	1					69,479	1	3	3	88,145	1	1	2
ROCK VALLEY	120,000	1	0	1												
ELGIN	117,940	1	3	1					95,110	1	17	2				
MORTON	103,000	1	2	1					90,306	1	12	2	85,875	1	1	2
PRAIRIE STATE	109,798	1	6	1					90,567	1	22	2	85,250	1	0	2
SOUTH SUBURBAN	100,000	1	1	1					82,794	1	1	2	95,799	1	5	2
WAUBONSEE	140,000	1	16	1					89,550	1	2	2	89,000	1	8	2
CHICAGO	175,744	1	4	1	116,917	7	4	2	120,000	1	1	2	127,668	1	4	2
DUPAGE	145,000	1	4	1					107,880	1	28	2				
HARPER	156,401	1	10	1					103,246	1	1	2	112,622	1	5	2
JOLIET	104,000	1	3	1					90,480	1	2	2	90,000	1	1	2
LAKE COUNTY	124,800	1	1	1					101,130	1	2	2	101,130	1	1	2
MORAINE VALLEY	137,183	1	6	1					106,155	1	12	2	101,694	1	3	2
OAKTON	128,000	1	2	1					112,975	1	26	2	103,580	1	1	2
TRITON	122,500	1	5	1					93,551	1	2	2	85,000	1	0	2
NUMBER OF PERSONS	40				13				36				~~39~~ 38			
AVERAGES	$112,578				$100,688				$83,938				$81,259			

* As of census date

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1998

DISTRICT/COLLEGE	Student Services Officer				Dean Baccalaureate Education				Dean Occup/Career Education				Dean Continuing Education			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$63,860	1	1	4	$								$			
SANDBURG	73,064	1	11	2									57,441	1	5	4
SHAWNEE	65,169	1	22	2												
SOUTHEASTERN	64,087	1	1	2					36,608	1	4	3	53,135	1	21	4
SPOON RIVER	54,079	1	7	3					59,115	1	7	3	50,000	1	0	4
WOOD	68,065	1	1	4									61,739	1	20	2
DANVILLE	64,834	1	7	4									50,963	1	10	4
HIGHLAND					63,391	2	26	4	62,182	1	16	4				
KASKASKIA	60,120	1	2	3					60,000	1	0	3	62,097	1	22	2
KISHWAUKEE	68,580	1	17	4									63,650	1	18	4
REND LAKE	35,000	1	0	6									34,724	1	4	5
SAUK VALLEY	60,738	1	2	2	64,188	1	29	3	69,574	1	12	3	56,433	1	3	3
ILLINOIS EASTERN	40,289	2	6	4												
ILLINOIS VALLEY	65,167	1	18	2					65,635	1	28	3	48,000	1	0	3
KANKAKEE	74,636	1	9	2					61,196	1	0	3	85,846	1	15	4
LAKE LAND	93,434	1	18	2									53,868	1	1	3
LEWIS & CLARK	69,672	1	5	2					63,822	1	4	3	63,822	1	4	3
LOGAN	83,598	1	28	2	80,699	1	6	3								
MC HENRY	76,750	1	3	3					74,368	1	0	3	80,364	1	16	3
BELLEVILLE	74,810	1	17	2	75,822	2	19	4	75,738	3	18	4				
BLACK HAWK	68,426	1	4	4	69,747	1	1	4	67,552	1	3	4	73,790	1	9	4
HEARTLAND	73,477	1	5	3												
ILLINOIS CENTRAL	59,220	1	3	4	83,955	1	17	4	66,780	1	3	4				
LINCOLN LAND					78,232	1	0	4	78,487	1	16	4				
PARKLAND	63,495	1	1	4					72,000	1	0	3	65,609	1	6	4
RICHLAND	70,387	1	9	3					65,240	1	4	3	59,386	1	4	3
ROCK VALLEY	71,965	1	13	3	70,862	1	2	3	70,671	1	2	3	47,445	1	2	4
ELGIN	80,682	1	17	4									52,720	1	6	4
MORTON	76,554	1	2	2	69,391	1	23	4	61,116	1	10	4	56,660	1	5	4
PRAIRIE STATE	62,449	1	18	3	68,220	1	14	3	60,932	1	7	3	61,387	1	10	3
SOUTH SUBURBAN	93,240	1	8	2					86,167	1	5	4				
WAUBONSEE	63,000	1	23	3	51,500	1	5	4	55,700	1	14	4				
CHICAGO	61,499	6	4	4	65,098	5	3	4	73,350	3	1	4	59,678	11	5	4
DUPAGE					101,017	1	22	4	99,498	1	9	4				
HARPER	102,342	1	14	2					65,872	1	3	3	81,226	1	6	4
JOLIET	86,000	1	1	2					75,000	1	1	4	85,158	1	27	4
LAKE COUNTY	72,900	1	0	3									76,560	1	13	4
MORAINE VALLEY	88,216	1	6	2	73,901	1	14	4	79,313	1	11	4	80,029	1	14	4
OAKTON	102,539	1	11	2												
TRITON	60,000	1	0	4	68,528	1	2	4					70,870	1	5	4
NUMBER OF PERSONS	43				21				29				37			
AVERAGES	$68,840				$70,674				$69,107				$61,875			

* As of census date

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1998

DISTRICT/COLLEGE	Director Data Processing				Director Research/Planning				Director Admissions/Records				Director of Counseling			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$45,000	1	2	4	$				$43,469	1	1	4	$			
SANDBURG	48,694	1	2	6					55,375	1	18	4				
SHAWNEE	48,000	1	1	4									39,167	1	8	4
SOUTHEASTERN	33,540	1	2	6					40,678	1	1	6	48,066	1	3	5
SPOON RIVER					44,184	1	3	3								
WOOD	58,994	1	18	4	42,245	1	1	4	38,295	1	3	4				
DANVILLE									35,000	1	0	4	40,288	1	5	4
HIGHLAND	52,000	1	1	4					49,837	1	7	4	49,456	1	29	4
KASKASKIA	64,827	1	20	2	32,042	1	1	6	30,913	1	4	6				
KISHWAUKEE	69,570	1	19	3					51,885	1	4	4				
REND LAKE	64,000	1	1	4	55,000	1	16	4					48,111	1	3	4
SAUK VALLEY	64,344	1	3	3	49,000	1	0	4	49,580	1	6	4				
ILLINOIS EASTERN																
ILLINOIS VALLEY	49,134	1	11	3					38,000	1	0	3				
KANKAKEE	65,981	1	7	3					59,459	1	12	4	61,575	1	8	4
LAKE LAND	65,000	1	0	4					53,673	1	6	4				
LEWIS & CLARK	63,033	1	26	4					44,602	1	5	4	40,555	1	4	4
LOGAN	55,589	1	16	4					37,492	1	2	4				
MC HENRY	71,331	1	1	3	54,513	1	5	4	50,130	1	6	4				
BELLEVILLE	59,693	1	14	4	37,591	1	17	4	65,629	1	25	4	65,136	1	7	4
BLACK HAWK	70,590	1	10	4												
HEARTLAND													49,575	1	6	4
ILLINOIS CENTRAL	62,400	1	1	4					47,985	1	5	6	55,740	1	3	6
LINCOLN LAND	58,712	1	5	4					61,426	1	6	4				
PARKLAND	66,296	1	4	3	45,326	1	14	3	56,427	1	3	4	47,301	1	1	4
RICHLAND									64,883	1	4	3				
ROCK VALLEY	68,868	1	8	4					61,862	1	20	4	48,822	1	2	4
ELGIN	64,211	1	2	4	51,563	1	2	4	49,546	1	17	4	56,446	1	0	4
MORTON	71,544	1	10	4					56,242	1	2	4	53,585	1	1	4
PRAIRIE STATE	68,254	1	13	4	43,270	1	1	4	38,691	1	5	4				
SOUTH SUBURBAN	64,182	1	5	4	68,164	1	6	4								
WAUBONSEE	74,500	1	1	3												
CHICAGO	100,000	1	1	3	77,354	1	3	3	53,412	7	7	5				
DUPAGE	104,055	1	13	3	79,496	1	6	4	60,820	1	1	4	76,025	1	5	5
HARPER	68,657	1	4	4	65,520	1	1	4	73,100	1	11	4	75,669	1	11	4
JOLIET	73,960	1	11	4	62,735	1	12	4	45,319	1	2	4	76,340	1	30	4
LAKE COUNTY	81,423	1	4	3	60,491	1	8	5	83,880	1	25	4	68,146	1	6	4
MORAINE VALLEY	76,350	1	8	4	44,875	1	11	4	45,412	1	2	4				
OAKTON	78,060	1	1	3	92,143	1	12	3	67,604	1	1	4				
TRITON	67,000	1	0	4	69,352	1	5	3	46,586	1	3	4				
NUMBER OF PERSONS	35				19				38				18			
AVERAGES	$65,651				$56,572				$52,044				$55,556			

* As of census date

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1998

DISTRICT/COLLEGE	Director Financial Aid				Director Job Placement				Director Stu. Activities				Director Library/LRC			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$				$50,000	1	0	6	$				$			
SANDBURG	37,615	1	3	4									60,489	1	13	4
SHAWNEE	42,366	1	11	4	38,162	1	9	4					51,522	1	28	4
SOUTHEASTERN	33,540	1	1	6	35,685	1	7	6					47,136	2	18	4-6
SPOON RIVER													46,310	1	12	3
WOOD	42,028	1	3	4	36,363	1	6	4	34,000	1	0	4	30,464	1	0	4
DANVILLE	32,500	1	0	4	59,065	1	4	4								
HIGHLAND	38,992	1	3	4									52,083	1	14	4
KASKASKIA	40,053	1	0	4					42,968	1	9	3				
KISHWAUKEE																
REND LAKE					40,500	1	7	4					62,500	1	19	4
SAUK VALLEY	60,456	1	31	4												
ILLINOIS EASTERN	33,492	2	12	4									35,258	4	14	4
ILLINOIS VALLEY	43,616	1	5	3	43,229	1	13	4								
KANKAKEE	51,315	1	10	4	24,998	1	1	4	28,262	1	4	4	37,485	1	2	4
LAKE LAND					31,899	1	8	4					31,844	1	7	4
LEWIS & CLARK	45,147	1	5	4	35,596	1	3	4					36,240	1	1	4
LOGAN	30,000	1	0	4	61,534	1	2	4	35,678	1	3	4	58,818	1	17	4
MC HENRY	52,214	1	4	4	39,634	1	1	4					71,532	1	9	3
BELLEVILLE	44,096	1	2	4					37,298	1	7	4	74,708	1	29	4
BLACK HAWK																
HEARTLAND	47,628	1	5	4												
ILLINOIS CENTRAL	60,765	1	13	6									74,040	1	2	6
LINCOLN LAND	46,191	1	6	4	35,405	1	3	4	56,032	1	11	4	65,304	1	10	4
PARKLAND	52,607	1	9	4	67,132	1	8	4	65,609	1	5	3	57,085	1	9	4
RICHLAND													69,090	1	16	3
ROCK VALLEY	61,862	1	17	4	41,528	1	7	6	53,897	1	2	4	56,944	1	4	4
ELGIN	46,860	1	3	4					42,128	1	1	4	59,039	1	26	4
MORTON													56,318	1	7	4
PRAIRIE STATE	34,404	1	2	4					53,295	1	12	3	50,070	1	13	4
SOUTH SUBURBAN									43,697	2	2	6				
WAUBONSEE																
CHICAGO	64,097	6	3	5	47,475	1	2	5	57,197	2	4	4				
DUPAGE													97,446	1	12	4
HARPER	54,097	1	3	4	65,818	1	11	3	65,612	1	3	4	81,326	1	4	4
JOLIET									51,480	1	1	6				
LAKE COUNTY	67,818	1	16	5	39,972	1	4	6	83,880	1	28	4	93,402	1	26	3
MORAINE VALLEY	35,600	1	7	4	44,525	1	14	4	38,256	1	14	4	57,881	1	4	4
OAKTON									63,769	1	12	4	65,269	1	7	4
TRITON	44,500	1	1	4									71,185	1	6	4
NUMBER OF PERSONS	33				19				19				32			
AVERAGES	$48,419				$44,133				$50,208				$56,366			

* As of census date

Illinois Community College Board

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1998

DISTRICT/COLLEGE	Director Development/Grants				Director Public Info/Relations				Director Personnel/Human Res.				Director Business Services			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$				$				$45,318	1	1	4	$			
SANDBURG					34,728	1	4	4								
SHAWNEE					42,953	1	6	4								
SOUTHEASTERN					35,929	2	9	4-6								
SPOON RIVER																
WOOD	47,558	1	0	3	40,543	1	7	4	30,000	1	0	4				
DANVILLE					26,113	2	5	4	66,290	1	11	4				
HIGHLAND					36,400	1	1	6	36,400	1	1	5	38,480	1	1	4
KASKASKIA					31,263	1	2	2								
KISHWAUKEE	60,000	1	3	2												
REND LAKE					43,300	1	18	4								
SAUK VALLEY					48,367	1	3	4	41,114	1	5	5	40,938	1	2	3
ILLINOIS EASTERN					33,583	1	28	4	42,555	1	13	4	32,126	4	9	4
ILLINOIS VALLEY					34,622	1	9	3	41,539	1	1	3				
KANKAKEE					59,606	1	7	2					52,918	1	8	4
LAKE LAND					47,287	1	14	4	31,385	1	15	6	45,118	1	7	4
LEWIS & CLARK	60,943	1	8	4	45,909	1	3	6					47,195	1	0	4
LOGAN	42,612	1	6	4	53,006	1	12	4	45,000	1	0	4				
MC HENRY					41,720	1	1	4	62,187	1	1	4	52,453	1	1	4
BELLEVILLE	63,778	1	12	4	45,499	1	8	4	73,861	1	14	2				
BLACK HAWK									72,611	1	3	4				
HEARTLAND																
ILLINOIS CENTRAL					46,800	1	0	6	79,770	1	21	4				
LINCOLN LAND	44,968	1	12	4	46,685	1	2	4	66,252	1	23	4	60,199	1	3	4
PARKLAND	63,097	1	5	4	53,571	1	4	4	73,990	1	1	2	77,470	1	4	2
RICHLAND	50,000	1	1	4	37,000	1	0	4	45,130	1	3	3				
ROCK VALLEY	56,338	1	14	4	61,682	1	22	4					64,091	1	2	3
ELGIN	45,020	1	4	4	64,830	1	26	4	61,050	1	7	4	59,039	1	30	4
MORTON					68,201	1	26	4	79,834	1	17	2	49,890	1	14	4
PRAIRIE STATE	53,295	1	7	3	46,583	1	7	4	50,070	1	6	4	52,335	1	9	4
SOUTH SUBURBAN					55,980	1	5	6	90,555	1	8	4	53,455	1	6	6
WAUBONSEE	85,000	1	30	3	49,500	1	11	2	49,000	1	6	2	48,000	1	27	4
CHICAGO	76,782	2	5	3-4	58,983	2	1	5	124,455	1	4	2	61,681	8	4	4
DUPAGE	68,923	1	7	4	88,380	1	15	4	100,257	1	11	4	68,899	1	1	4
HARPER	82,000	1	0	4	62,144	1	4	4	83,137	1	16	4				
JOLIET	59,280	1	2	4	56,214	1	7	4	64,092	1	7	4	65,109	1	18	4
LAKE COUNTY	50,862	1	8	5	58,302	1	6	5	66,719	1	8	4	89,924	1	20	3
MORAINE VALLEY	79,313	1	12	3	46,119	1	13	4	53,045	1	2	4				
OAKTON	69,822	1	13	4	86,226	1	1	4	68,000	1	5	4	70,401	1	15	4
TRITON	69,635	1	3	3					59,363	1	2	3	85,769	1	7	3
NUMBER OF PERSONS	21				37				29				31			
AVERAGES	$62,191				$48,893				$62,172				$56,246			

* As of census date

Table 16
(Continued)
SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1997

DISTRICT/COLLEGE	Director Physical Facilities				Director Adult Education				Director Athletics				Controller			
	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level	Annual Salary	#	Yrs. in Position*	Admin. Level
METROPOLITAN	$				$				$				$42,230	1	1	4
SANDBURG					35,824	1	2	4					35,824	1	2	6
SHAWNEE					39,216	1	12	4								
SOUTHEASTERN	42,532	1	21	6	27,893	1	1	6					49,348	1	4	6
SPOON RIVER	32,519	1	5	3	36,598	1	3	3	25,900	1	1	3				
WOOD	41,272	1	0	4	38,514	1	9	4					32,000	1	0	4
DANVILLE	55,258	1	21	4									53,857	1	11	6
HIGHLAND	48,204	1	1	4	36,400	1	3	4	42,334	1	3	5				
KASKASKIA	43,251	1	7	3									34,752	1	13	3
KISHWAUKEE																
REND LAKE	55,000	1	2	4									40,000	1	2	6
SAUK VALLEY	51,749	1	3	4					38,139	1	4	5				
ILLINOIS EASTERN																
ILLINOIS VALLEY	49,258	1	5	3												
KANKAKEE	62,287	1	19	4	40,290	1	1	4	47,405	1	4	4				
LAKE LAND	53,443	1	7	6	43,575	1	2	4					45,118	1	6	4
LEWIS & CLARK	49,829	1	7	4	41,600	1	1	4	74,936	1	5	2	69,758	1	27	4
LOGAN	44,648	1	2	4	39,700	1	2	4								
MC HENRY	60,616	1	1	3					51,707	1	7	4	58,344	1	2	3
BELLEVILLE	53,905	1	15	4	68,220	1	26	4	50,730	1	18	4	55,370	1	27	4
BLACK HAWK																
HEARTLAND													50,699	1	6	3
ILLINOIS CENTRAL	73,575	1	18	4									63,810	1	4	4
LINCOLN LAND					60,936	1	11	4								
PARKLAND	74,840	1	9	3					66,973	1	3	6				
RICHLAND	52,081	1	9	4									44,304	1	3	3
ROCK VALLEY	62,830	1	13	4	39,661	1	6	4	56,740	1	8	4	44,051	1	2	4
ELGIN	73,467	1	4	4	47,000	1	0	4	37,875	1	1	4				
MORTON	62,902	1	10	4												
PRAIRIE STATE	64,878	1	21	4					34,404	1	5	4				
SOUTH SUBURBAN													82,049	1	7	4
WAUBONSEE	69,900	1	28	3	44,000	1	11	4					67,000	1	6	3
CHICAGO	79,500	1	3	3	64,272	7	4	4								
DUPAGE					92,182	1	29	4	82,203	1	5	5				
HARPER	75,326	1	5	4	60,013	1	0	4	73,448	1	5	4	70,200	1	1	6
JOLIET	61,651	1	3	4	56,389	1	14	4	43,697	1	3	4	65,109	1	17	4
LAKE COUNTY	70,042	1	7	4					73,555	1	28	4	50,862	1	8	5
MORAINE VALLEY	62,002	1	11	4	47,384	1	17	4	48,475	1	14	4				
OAKTON	77,975	1	6	4	93,207	1	12	4	75,156	1	25	4	70,669	1	7	4
TRITON	58,884	1	2	4	46,586	1	1	4								
NUMBER OF PERSONS	30				28				17				21			
AVERAGES	$58,787				$53,039				$54,334				$53,588			

* As of census date

Section VIII

SUMMARY OF FISCAL YEAR 1998 MONTHLY CLASSIFIED AND OTHER (NONTEACHING) PROFESSIONAL STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified and other (nonteaching) professional staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1998 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

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Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED AND OTHER (NON-TEACHING) PROFESSIONAL STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1998*

	Number of Employees	Low Salary	High Salary	Average Salary
Accountant I	34	1,526	3,927	2,468
Accountant II	32	1,577	4,895	2,773
Account Clerk I	109	1,210	3,073	1,986
Account Clerk II	188	1,394	3,167	2,285
Admissions/Records Clerk	170	1,248	2,486	1,738
Admissions/Records Supervisor	32	2,167	4,345	2,954
Audio/Visual Services Manager	30	1,305	4,197	2,600
Bookstore Manager	29	1,348	4,250	2,817
Clerk Typist	605	1,126	2,381	1,849
Computer Operator I	66	1,285	2,662	2,024
Computer Operator II	38	1,454	3,933	2,435
Computer Programmer I	12	1,771	3,317	2,389
Computer Programmer II	32	1,652	4,515	2,774
Computer Systems Analyst	28	1,420	5,447	3,732
Custodian	594	1,375	2,843	1,876
Custodian Supervisor	52	1,580	4,465	2,708
Data Entry Clerk	30	1,189	2,881	2,043
Library Clerk	168	962	3,429	1,945
Programmer/Analyst	26	2,000	5,090	3,396
Purchasing Clerk	31	1,229	4,371	2,105
Purchasing Supervisor	16	1,958	5,100	3,333
Receptionist/Switchboard	82	1,046	2,785	1,826
Secretary-General	701	1,160	2,704	1,857
Secretary-Administrative	388	1,510	2,910	2,218
Secretary-Executive	137	1,881	4,172	2,766
Security Guard/Officer	123	1,380	3,181	1,984
Security Supervisor	22	1,744	4,926	3,357
Shipping/Receiving Clerk	62	1,318	3,073	2,144

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1997

Table 18 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1997. Table 19 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 20 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 18

SUMMARY OF AVERAGE FISCAL YEAR 1997 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Administrative	$2,053	$ 9,845	$5,381
9-Month Teaching Faculty	$1,546	$ 9,506	$5,304
12-Month Teaching Faculty	$1,711	$ 7,677	$5,280
9-Month Other Professional (Nonteaching)	$1,018	$ 9,212	$5,350
12-Month Other Professional (Nonteaching)	$2,014	$10,411	$5,158
Classified	$1,467	$ 9,265	$4,834

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Table 19

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1997

	Health Insurance	Health Insurance Family	Dental Insurance	Life Insurance	Employee SURS Paid by College*	Social Security*	Medicare	Worker's Comp.	Unemploy. Insurance	Disability	Free or Partial Tuition for Family	Other
METROPOLITAN	X			X			X	X	X		X	
SANDBURG	X		X	X	X		X	X	X		X	X
SHAWNEE	X			X			X	X	X		X	
SOUTHEASTERN	X			X	X		X	X	X		X	
SPOON RIVER	X	X		X			X	X	X		X	X
WOOD	X	X	X	X			X	X	X	X	X	X
DANVILLE	X		X				X	X	X		X	X
HIGHLAND	X	X	X	X	X		X	X			X	X
KASKASKIA	X	X		X			X	X	X		X	
KISHWAUKEE	X	X	X	X			X	X	X		X	X
REND LAKE	X			X			X	X	X		X	X
SAUK VALLEY	X	X		X			X	X	X		X	X
ILLINOIS EASTERN	X		X	X			X	X	X		X	
ILLINOIS VALLEY	X	X		X	X		X	X	X			
KANKAKEE	X		X	X			X	X	X	X	X	X
LAKE LAND	X	X		X			X	X	X		X	
LEWIS & CLARK	X	X	X	X			X	X	X	X		
LOGAN	X	X		X			X	X	X		X	
MC HENRY	X	X		X			X	X			X	X
BELLEVILLE	X	X		X			X	X	X		X	X
BLACK HAWK	X	X	X	X			X	X	X	X	X	X
HEARTLAND	X	X	X	X			X			X	X	
ILLINOIS CENTRAL	X	X	X	X			X	X	X	X	X	X
LINCOLN LAND	X		X	X			X	X	X		X	
PARKLAND	X	X	X	X			X	X	X	X	X	X
RICHLAND	X	X	X	X			X	X	X	X	X	
ROCK VALLEY	X	X	X	X			X	X	X		X	X
ELGIN	X	X	X	X			X	X	X		X	
MORTON	X			X			X	X	X		X	
PRAIRIE STATE	X	X		X	X		X	X	X	X	X	
SOUTH SUBURBAN	X		X	X	X		X	X			X	X
WAUBONSEE	X	X	X	X			X	X	X	X	X	X
CHICAGO	X			X		X	X	X	X			
DUPAGE	X	X	X	X		X	X	X	X		X	X
HARPER	X	X	X	X			X	X	X	X	X	X
JOLIET	X	X		X				X	X		X	
LAKE COUNTY	X			X			X	X	X	X	X	X
MORAINE VALLEY	X			X			X	X	X	X	X	X
OAKTON	X	X	X	X			X	X	X		X	X
TRITON	X	X	X	X	X				X		X	X
TOTALS	39	26	22	38	7	2	37	37	35	13	36	23

*Usually for select administrators only

SOURCE OF DATA: Salary Submission (C2)

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Table 20

FISCAL YEAR 1997 ANNUAL COST OF FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	Administrative			9 Mos. Faculty			12 Mos. Faculty		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
METROPOLITAN	12	$52,695	$4,391	7	$28,441	$4,063	1	$4,063	$4,063
SANDBURG	19	108,211	5,695	57	261,223	4,583			
SHAWNEE	9	18,474	2,053	40	61,840	1,546	1	1,711	1,711
SOUTHEASTERN	30	97,745	3,258	43	139,966	3,255	14	48,971	3,498
SPOON RIVER	15	79,539	5,303	38	216,875	5,707			
WOOD	30	156,060	5,202	17	81,063	4,768	22	109,758	4,989
DANVILLE	17	76,207	4,483	55	187,235	3,404	1	3,676	3,676
HIGHLAND	24	149,697	6,237	46	243,643	5,297			
KASKASKIA	32	135,770	4,243	49	235,572	4,808	7	31,054	4,436
KISHWAUKEE	13	43,524	3,348	67	217,955	3,253			
REND LAKE	27	96,420	3,571	65	216,607	3,332			
SAUK VALLEY	18	95,546	5,308	50	199,358	3,987	1	3,965	3,965
ILLINOIS EASTERN	31	94,992	3,064	86	265,726	3,090	15	47,061	3,137
ILLINOIS VALLEY	10	98,445	9,845	71	333,323	4,695			
KANKAKEE	58	176,867	3,049	53	177,662	3,352			
LAKE LAND	17	90,716	5,336	94	472,380	5,025			
LEWIS & CLARK	35	109,591	3,131	77	218,800	2,842			
LOGAN	28	127,441	4,551	100	457,700	4,577			
MC HENRY	38	217,527	5,724	70	442,273	6,318			
BELLEVILLE	31	123,200	3,974	107	407,450	3,808	3	12,870	4,290
BLACK HAWK	11	72,991	6,636	138	676,433	4,902	2	9,918	4,959
HEARTLAND	12	45,608	3,801	7	19,293	2,756	32	96,716	3,022
ILLINOIS CENTRAL	34	157,152	4,622	156	677,444	4,343			
LINCOLN LAND	50	196,620	3,932	118	549,311	4,655			
PARKLAND	35	187,295	5,351	156	770,842	4,941			
RICHLAND	19	109,768	5,777	57	284,428	4,990	3	18,249	6,083
ROCK VALLEY	47	243,756	5,186	119	598,199	5,027	7	38,742	5,535
ELGIN	26	199,791	7,684	103	718,300	6,974			
MORTON	15	114,450	7,630	46	367,398	7,987			
PRAIRIE STATE	39	227,911	5,844	76	300,351	3,952			
SOUTH SUBURBAN	26	174,722	6,720	121	599,801	4,957			
WAUBONSEE	25	170,972	6,839	71	470,945	6,633			
CHICAGO	122	948,115	7,771	610	4,740,570	7,771	65	499,007	7,677
DUPAGE	48	369,734	7,703	283	1,840,485	6,503			
HARPER	36	341,880	9,497	185	1,758,593	9,506			
JOLIET	74	230,822	3,119	157	250,556	1,596			
LAKE COUNTY	45	221,646	4,925	159	315,906	1,987			
MORAINE VALLEY	25	153,908	6,156	152	925,868	6,091			
OAKTON	27	158,726	5,879	129	754,666	5,850			
TRITON	26	176,060	6,772	155	738,690	4,766	5	19,407	3,881
	1,236	$6,650,594	$5,381	4,190	$22,223,171	$5,304	179	$945,168	$5,280

SOURCE OF DATA: Salary Submission (C2)

Table 20
(Continued)
FISCAL YEAR 1997 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

District	9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee
METROPOLITAN			$	21	$77,217	$3,677	27	$82,539	$3,057
SANDBURG	3	13,998	4,666	33	136,746	4,144	48	184,407	3,842
SHAWNEE				10	20,140	2,014	28	58,653	2,095
SOUTHEASTERN	2	10,192	5,096	17	77,719	4,572	30	83,140	2,771
SPOON RIVER	1	9,212	9,212	16	84,377	5,274	32	153,072	4,784
WOOD				26	114,707	4,412	39	150,934	3,870
DANVILLE	3	10,341	3,447	33	122,311	3,706	89	330,349	3,712
HIGHLAND				25	97,605	3,904	57	236,968	4,157
KASKASKIA	5	23,265	4,653				33	159,288	4,827
KISHWAUKEE	13	41,522	3,194	25	88,363	3,535	72	236,430	3,284
REND LAKE	6	6,107	1,018	38	117,639	3,096	49	149,053	3,042
SAUK VALLEY	5	19,363	3,873	18	75,454	4,192	40	133,389	3,335
ILLINOIS EASTERN	2	4,696	2,348	50	163,508	3,270	101	307,406	3,044
ILLINOIS VALLEY				25	155,516	6,221	55	235,557	4,283
KANKAKEE				43	123,820	2,880	68	200,077	2,942
LAKE LAND	13	62,242	4,788	43	199,314	4,635	74	367,873	4,971
LEWIS & CLARK				46	138,520	3,011	91	172,119	1,891
LOGAN				56	209,163	3,735	82	296,469	3,615
MC HENRY	9	61,302	6,811	39	223,833	5,739	54	260,067	4,816
BELLEVILLE	4	9,710	2,428	63	182,450	2,896	136	429,214	3,156
BLACK HAWK	5	15,687	3,137	4	17,189	4,297	221	1,103,440	4,993
HEARTLAND				25	63,554	2,542	18	50,797	2,822
ILLINOIS CENTRAL	4	13,089	3,272	11	50,294	4,572	216	889,275	4,117
LINCOLN LAND	5	16,256	3,251	61	217,610	3,567	128	431,671	3,372
PARKLAND	14	68,306	4,879	98	408,130	4,165	118	435,412	3,690
RICHLAND				29	121,462	4,188	64	244,843	3,826
ROCK VALLEY	4	15,566	3,892	49	251,684	5,136	124	582,294	4,696
ELGIN	9	56,108	6,234	70	452,750	6,468	97	764,311	7,879
MORTON	2	16,375	8,188				102	797,025	7,814
PRAIRIE STATE	5	16,185	3,237				120	362,308	3,019
SOUTH SUBURBAN	22	107,163	4,871	92	452,924	4,923	101	567,377	5,618
WAUBONSEE	5	35,822	7,164				105	687,837	6,551
CHICAGO	54	424,155	7,855	250	1,946,128	7,785	503	3,917,209	7,788
DUPAGE	30	198,577	6,619				427	2,337,992	5,475
HARPER				66	687,121	10,411	177	1,639,970	9,265
JOLIET							142	208,273	1,467
LAKE COUNTY	17	38,989	2,293	3	12,190	4,063	225	816,321	3,628
MORAINE VALLEY	22	128,850	5,857	79	485,324	6,143	159	966,325	6,078
OAKTON	20	112,460	5,623				253	1,215,853	4,806
TRITON	13	53,459	4,112	62	296,062	4,775	223	610,365	2,737
	297	$1,588,997	$5,350	1,526	$7,870,824	$5,158	4,728	$22,855,902	$4,834

SOURCE OF DATA: Salary Submission (C2)

Section X

FISCAL YEAR 1998
MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 21 summarizes fiscal year 1998 weighted average percentage salary increases of full-time faculty, other professional staff, administrative staff, and classified staff. Comparisons are based on contractual base salaries for continuing employees who were employed in the same employee group during the entire prior fiscal year.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 22.

Table 21

SUMMARY OF FISCAL YEAR 1998 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Mean Percentage Salary Increases		
	Low	High	State Average*
Administrative	2.5%	8.7%	4.7%
Faculty (9 and 12 Months)	2.7%	7.7%	4.8%
Other (Nonteaching) Professional (9 and 12 Months)	2.2%	7.1%	4.7%
Classified	2.7%	7.2%	4.7%

*Weighted

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Table 22

FISCAL YEAR 1998 AVERAGE SALARY INCREASES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

DISTRICT	ADMINISTRATIVE	TEACHING FACULTY	OTHER PROFESSIONAL	CLASSIFIED
METROPOLITAN	3.0 %	3.0 %	3.0 %	3.0 %
SANDBURG	6.5	6.5	7.1	7.2
SHAWNEE	3.5	5.3	3.5	3.5
SOUTHEASTERN	4.0	4.0	4.0	3.7
SPOON RIVER	4.2	7.7	4.1	4.0
WOOD	2.7	2.7	2.7	2.7
DANVILLE	5.0	4.4	5.0	5.0
HIGHLAND	4.5	5.3	4.3	4.5
KASKASKIA	3.1	3.2	2.5	5.9
KISHWAUKEE	5.1	5.0	5.4	5.0
REND LAKE	4.4	4.4	4.5	3.8
SAUK VALLEY	3.6	3.6	5.9	3.6
ILLINOIS EASTERN	5.0	5.9	5.0	5.0
ILLINOIS VALLEY	3.2	4.5	4.0	4.0
KANKAKEE	7.6	6.5	4.8	4.9
LAKE LAND	5.3	6.5	5.4	5.1
LEWIS & CLARK	5.2	5.1	6.4	5.0
LOGAN	3.7	4.2	5.3	5.1
MC HENRY	4.3	4.4	4.4	4.4
BELLEVILLE	4.0	4.0	6.0	4.0
BLACK HAWK	7.3	6.0	6.0	4.0
HEARTLAND	4.6	4.8	4.9	5.0
ILLINOIS CENTRAL	4.0	4.3	4.2	4.0
LINCOLN LAND	5.4	5.0	5.3	5.4
PARKLAND	4.9	5.0	5.0	5.1
RICHLAND	3.7	4.6	4.2	4.0
ROCK VALLEY	4.1	3.9	4.1	4.5
ELGIN	2.5	5.6	5.4	5.8
MORTON	3.0	3.6	2.2	4.1
PRAIRIE STATE	3.9	6.0	4.4	5.5
SOUTH SUBURBAN	3.8	4.2	4.0	3.9
WAUBONSEE	3.3	3.6	3.6	4.5
CHICAGO	5.9	5.3	5.7	5.7
DUPAGE	6.7	6.5	5.1	5.5
HARPER	4.0	4.1	3.0	4.0
JOLIET	4.0	4.0	4.0	3.8
LAKE COUNTY	4.0	3.1	3.4	4.0
MORAINE VALLEY	3.0	3.0	3.0	4.0
OAKTON	4.4	4.5	5.7	4.2
TRITON	8.7	5.4	5.0	4.4
TOTALS/AVERAGES	4.7 %	4.8 %	4.7 %	4.7 %

SOURCE OF DATA: Faculty/Staff/Salary Submission (C2)

Section XI

FISCAL YEAR 1997 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 23 compares the contractual base salaries reported for fiscal year 1997 and the average total salaries paid to full-time faculty in fiscal year 1997. The fiscal year 1997 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1996 to June 30, 1997.

The state weighted average total fiscal year salary paid to faculty in fiscal year 1997 for those districts reporting data is $6,861 more than the state average academic year (9 and 12 months) contractual salary for full-time teaching faculty in fiscal year 1997. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 24 contains the fiscal year 1997 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

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Table 23

A COMPARISON OF FACULTY (9 & 12 MONTH) FISCAL YEAR 1997 CONTRACTUAL BASE SALARIES AND FISCAL YEAR 1997 AVERAGE TOTAL SALARY ACTUALLY PAID

District	FY 1997 Full-Time Average Faculty Contractual Base Salary	FY 1997 Full-Time Average Faculty Total Salary	Dollar Difference	Percent Difference
METROPOLITAN	$38,349	$38,570	$221	0.6%
SANDBURG	40,383	50,765	10,382	25.7%
SHAWNEE	37,168	44,512	7,344	19.8%
SOUTHEASTERN	37,986	41,161	3,175	8.4%
SPOON RIVER	36,820	40,489	3,669	10.0%
WOOD*	32,218	32,897	679	2.1%
DANVILLE	37,372	44,206	6,834	18.3%
HIGHLAND	44,410	47,991	3,582	8.1%
KASKASKIA	42,448	48,694	6,246	14.7%
KISHWAUKEE	38,908	44,163	5,255	13.5%
REND LAKE*	41,232	41,306	74	0.2%
SAUK VALLEY	38,307	43,173	4,866	12.7%
ILLINOIS EASTERN	35,177	44,223	9,045	25.7%
ILLINOIS VALLEY*	42,978	44,626	1,648	3.8%
KANKAKEE	44,737	51,006	6,269	14.0%
LAKE LAND	40,684	46,200	5,517	13.6%
LEWIS & CLARK	46,272	48,981	2,709	5.9%
LOGAN	43,090	50,038	6,949	16.1%
MCHENRY	47,356	55,795	8,439	17.8%
BELLEVILLE	48,810	63,614	14,803	30.3%
BLACK HAWK	45,780	48,628	2,849	6.2%
HEARTLAND	37,270	37,785	515	1.4%
ILLINOIS CENTRAL	43,555	54,102	10,548	24.2%
LINCOLN LAND	49,959	56,228	6,270	12.5%
PARKLAND	48,208	53,792	5,584	11.6%
RICHLAND	39,369	45,941	6,572	16.7%
ROCK VALLEY	45,600	50,699	5,100	11.2%
ELGIN	59,492	69,382	9,890	16.6%
MORTON	51,146	52,996	1,850	3.6%
PRAIRIE STATE	47,496	49,567	2,071	4.4%
SOUTH SUBURBAN	50,508	60,747	10,239	20.3%
WAUBONSEE	45,952	50,063	4,111	8.9%
CHICAGO	54,855	56,354	1,499	2.7%
DUPAGE	56,540	68,287	11,747	20.8%
HARPER	57,458	64,045	6,586	11.5%
JOLIET	52,084	54,882	2,798	5.4%
LAKE COUNTY*	66,636	82,192	15,556	23.3%
MORAINE VALLEY	49,501	66,316	16,815	34.0%
OAKTON	62,529	75,243	12,714	20.3%
TRITON	58,309	70,756	12,447	21.3%
WEIGHTED AVERAGES	$49,798	$56,659	$6,861	13.8%

*Salary Paid is estimated

SOURCE OF DATA: Salary Submission (C1)

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Table 24

FISCAL YEAR 1997 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

District	Administrative	Other Professional	Classified
METROPOLITAN	$45,604	$29,974	$19,321
SANDBURG	50,912	24,337	19,241
SHAWNEE	46,377	27,737	18,749
SOUTHEASTERN	44,184	30,300	17,752
SPOON RIVER	37,048	30,498	17,820
WOOD	39,884	27,940	19,691
DANVILLE	51,462	25,935	19,528
HIGHLAND	44,997	25,325	19,556
KASKASKIA	36,109	45,389	25,267
KISHWAUKEE	65,324	30,784	20,862
REND LAKE	49,064	25,786	22,247
SAUK VALLEY	54,982	31,862	22,466
ILLINOIS EASTERN	48,026	29,841	21,836
ILLINOIS VALLEY	50,765	25,841	20,045
KANKAKEE	43,548	25,309	21,815
LAKE LAND	54,924	27,617	20,964
LEWIS & CLARK	47,762	27,373	23,047
LOGAN	55,197	29,107	21,742
MCHENRY	51,515	35,231	23,456
BELLEVILLE	60,959	37,691	24,321
BLACK HAWK	72,198	33,573	20,613
HEARTLAND	63,209	28,140	20,916
ILLINOIS CENTRAL	59,333	31,614	25,053
LINCOLN LAND	53,940	30,305	23,731
PARKLAND	59,931	33,134	25,392
RICHLAND	61,432	28,233	19,347
ROCK VALLEY	50,813	42,503	21,641
ELGIN	62,699	44,258	30,072
MORTON	64,555	34,296	24,707
PRAIRIE STATE	53,869	35,567	23,204
SOUTH SUBURBAN	72,939	38,712	23,123
WAUBONSEE	59,122	35,856	24,057
CHICAGO	59,930	31,614	30,108
DUPAGE	79,310	46,873	28,927
HARPER	76,748	42,300	28,949
JOLIET	48,359	34,758	29,045
LAKE COUNTY*	67,984	51,729	27,141
MORAINE VALLEY	67,922	34,726	23,461
OAKTON	75,201	43,734	28,703
TRITON	62,777	45,471	27,634
WEIGHTED AVERAGES	$56,743	$35,376	$25,233

*Estimated

SOURCE OF DATA: Salary Submission (C1)

Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1994 TO 1998

Table 25 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

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Table 25

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1994 TO 1998*

	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998
Faculty (9 Month)	$45,817	$47,418	$48,843	$50,095	$51,812
Faculty (12 Month)	$33,693	$34,697	$35,127	$36,433	$40,128
Administrators (12 Month)	$53,469	$54,761	$56,092	$57,951	$59,569
Other Professionals (9 Month)	$44,615	$46,734	$43,355	$44,432	$46,304
Other Professionals (12 Month)	$30,696	$31,246	$33,164	$34,047	$35,414

*Due principally to extensive negotiations, not all colleges submitted salary data for every year reported in this table.

SOURCE OF DATA: ICCB Salary Reports